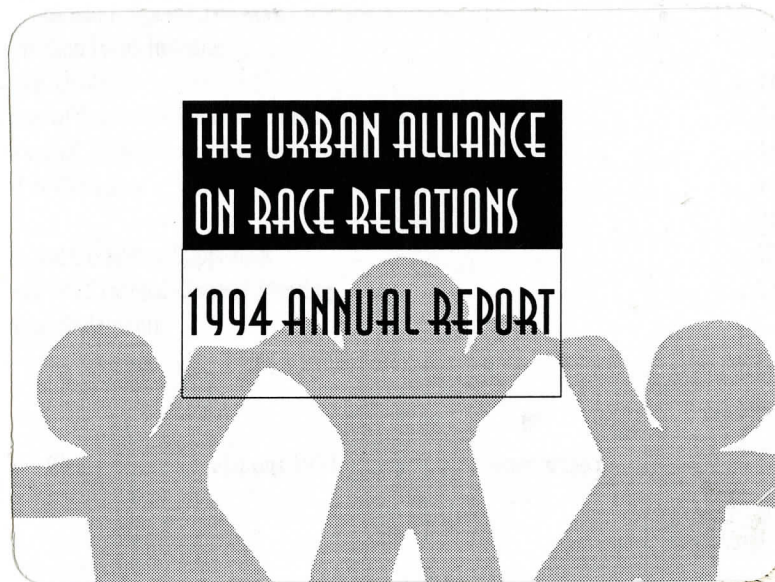


URBAN ALLIANCE ON RACE RELATIONS



1994 ANNUAL REPORT

1975 - 1995

1994 ANNUAL REPORT

1975 - 1995

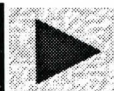
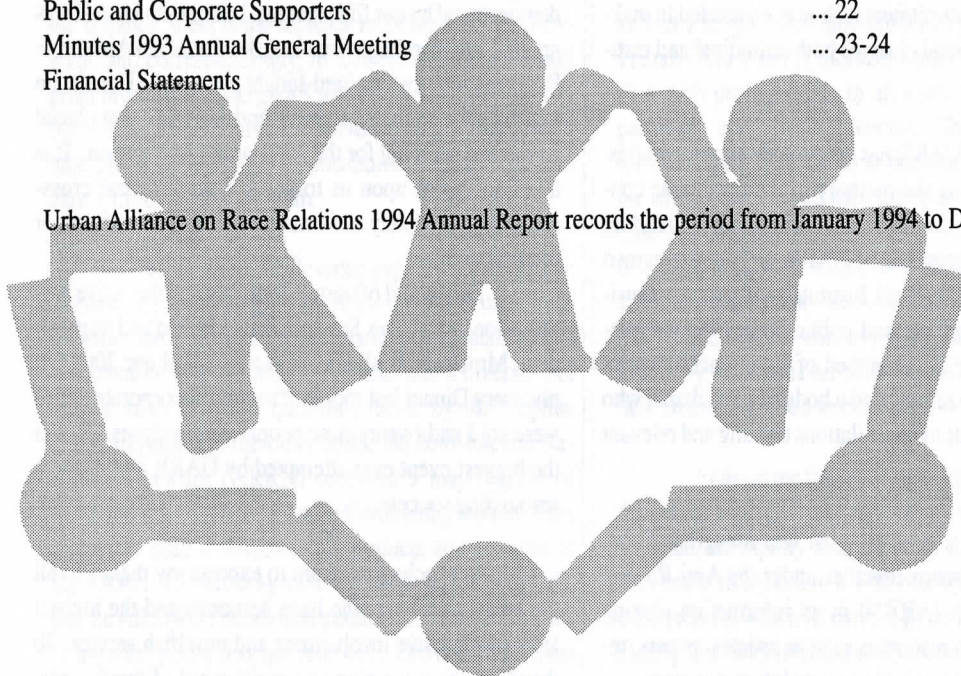
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Urban Alliance on Race Relations 1994 Annual Report records the period from January 1994 to December 1994





President's Message

It is an honour to be president during the year that marks the 20th anniversary of the Urban Alliance on Race Relations (UARR). As we look back we can feel proud of our achievements, especially when our detractors and critics had already written our obituary. They were, however, reacting to the mood of our times and knowing of the rise and fall of similar organizations their prediction was in keeping with the uncertainties of community groups.

While our survival is something to celebrate we need to be more vigilant to protect the gains made in the areas of employment equity, media portrayal of visible minorities, curriculum review and implementation in the educational system and other areas of race relations. A more concerted commitment is, however, needed in making significant societal changes both attitudinal and institutional.

This year UARR has six notable success stories. Firstly, in honouring the memory of the invaluable contribution made by the late Dr. Wilson Head, a founding member and first president of UARR, an institute named after him (Dr. Wilson Head Institute) will provide sensitivity training to private and public bodies in race relations. The Institute is comprised of experienced experts drawn from organizations and a body of consultants who have proven records in race relations training and relevant research work.

Secondly, a strategic plan was inaugurated that brings over 200 groups together under the Anti-Racism Response Network (ARRN) in an information sharing scheme. Access to resources such as articles, papers, research, etc. will be available on our Internet system.

Thirdly, and of international importance, is the CLIO award-winning advertisement "Policeman" which features the face of a Black man, who, to the stereotypical mind, would be seen as a "wanted" Black man, but is in fact, a lieutenant. This powerful ad, designed to change this stereotypical attitude, won us the world's top prize

for a provocative public service campaign, a prestigious New York-based award, the ANDY, and a much-needed, much-deserving U.S. \$15,000 cheque. This ad, bearing the name of the UARR will be shown in other countries.

Fourth, we are the lucky recipient of an \$80,000 grant from the Trillium Foundation, given to us to develop our volunteer sector, an area that needs to be expanded as our services and activities grow.

Looking ahead to the future, UARR with its credibility, its resourceful Board of Directors, dedicated staff and committed volunteers will be an organization whose expertise will be tapped on more frequently as we move to an age of increased specialization. This fact is well demonstrated by our fifth success. Last month UARR was granted full standing status into the Canadian Airborne Regiment inquiry. Our hard-fought place in the Donaldson inquest gave us the experience and exposure that placed us in good standing for the Airborne investigation. It is also incumbent upon us to involve the broadest cross-section of our society as we move towards new and greater things.

Lastly, and of tremendous value, is the active participation of Loblaw's Supermarkets Limited and its president, Mr. David Williams, who co-chaired our 20th Anniversary Dinner last month. Twenty-six corporate tables were sold and twenty-nine people were patrons. It was the biggest event ever attempted by UARR and it was a resounding success.

In conclusion I want to express my thanks to all the board members who have demonstrated the highest level of proactive involvement and unselfish service. To those outgoing members a special word of thanks, particularly, Kamala-Jean Gopie, a past president, whose leadership will be greatly missed. To the staff, Antoni, Kimberley, Nigela, Nicole, Nathalie, Amar and Ahn-Thi, a group of professionals, a deserving thank you. To our volunteers, our heartfelt gratitude for your support and service.



Deo Kernahan

Treasurer's Report

This is my fourth report as Treasurer, and I will try to cover briefly both what the figures show and what has been going on behind the scenes. You will perhaps recall that 1992 was almost a disastrous year financially, and as a result we vowed to establish a Reserve Fund of some \$45,000 which would carry us through several months if government funding for our work were to dry up. The wisdom of that decision is now very clear, and I am happy to report that in 1994 the Alliance had a surplus of some \$20,000, which enabled us to achieve a reserve of the size we had hoped for. This is indicated on the first page of the financial statement, under the heading Surplus.

Otherwise, the main difference from last year in the Balance Sheet is the increase in Deferred Grant Revenue, and correspondingly, in Current Assets. Deferred grant revenue refers to grants which were received in 1994 but which are earmarked to cover expenses which will take place in 1995. In the meantime, the Alliance can earn a little interest on them.

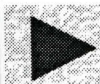
The details on the Revenue page show a very large increase in provincial grants. On the one hand, core funding from the Anti-Racism Secretariat fell substantially, a combination of government cutbacks and a diversion of money away from the questions raised by the Stephen Lewis Report. On the other hand, the Anti-Racism Response Network (ARRN) received a major grant of \$240,700 from the Jobs Ontario Community Action. This grant was used to enhance the products and services of the ARRN. United Way funding increased temporarily, but the Atkinson Foundation grant, which helped to keep "Currents" going was not renewed. Gross income from the biennial Award Dinner amounted to over \$13,000, with a net profit of about \$5,500. Membership fees were down, and I will comment on that later. No conference was held this year.

On the expenditure side, salaries increased by about 5% as more projects were undertaken. Office expenses were strikingly lower, partly reflecting economies

which were made and partly variations in the number of issues of "Currents." On the other hand, much more was spent on repairs and on the purchase of equipment for the office. This year's projects also involved notably more expenses for advertising, travel and meetings. These changes reflect differences in the nature of some of the activities which the Alliance has undertaken, and this is the other matter on which I would like to make a few more general comments.

The Alliance has changed dramatically over the last few years, partly by choice and partly out of necessity. We have deliberately sought a more highly qualified and professional staff, and have moved from occasional research projects and lobbying which were done at arm's length from government by enthusiastic individuals, into a much more sustained and close relationship with professionals in all kinds of government departments and private agencies. The Anti-Racism Response Network (ARRN) is perhaps the clearest example of this, but it is equally reflected in our fund-raising dinners. Increasingly, the calling lists consist of executive directors, with whose secretaries, or on whose answering machines, we leave messages. Our networks are much wider and our core of paying members has declined markedly. This has all sorts of implications which our new Board will need to consider.

At the same time, our funding base is being transformed. Core funds from governments, with no strings attached, are rapidly disappearing. Antoni has been very successful in replacing it with money earmarked for specific projects which fit current government priorities, but clearly it is risky to count on this as ministers and departments change. Initiatives are therefore being taken to improve contacts with the corporate sector as it comes to grips with recent employment equity legislation, and to set up service activities which will yield a relatively steady income. In making these responses, we must of course remain very vigilant that our priorities are not being subtly replaced by those who control the purses.



Treasurer's Report ... con't

In summary, I would like to express warmest appreciation for the work of Antoni, Thomas, Randi, Jacques Chan of our bookkeeping service and our auditor John Bailey. I can remember times when my tireless predecessor, Shirley Lobin, virtually did the books single-handed in her evenings and weekends. I have been very fortunate that I can now rely on the office staff to send clear and accurate monthly reports to me in Montreal, Cuba or the Bahamas.



Ray Morris

Executive Director's Report

Urban Alliance on Race Relations recently received in San Francisco, a Clio award. The Clio, is the Academy awards of advertising internationally. In the category of Public Service Announcements, Urban Alliance took home a gold statue and a cheque for fifteen thousand dollars U.S. Our "Policeman" Ad, best represents the professionalism, and effectiveness of the work done by UARR on a daily basis. Millions of public service announcements are produced annually around the globe, and Urban Alliance, in partnership with Bozell Palmer Bonner, came out on top.

In this our twentieth anniversary, Urban Alliance stands tall among the institutions dedicated to upholding the Charter rights of all Canadians. Nevertheless, the external environment is witnessing a dramatic ideological move to the right, and Urban Alliance, staff and volunteers, must now stand taller than ever before. The following:

- Clio award,
- standing at the Somalia inquiry,
- Justice for Robert Gentles,
- Donaldson inquest,
- Special Investigations Unit- public consultation,
- policy meetings with Justice Ministers, Multiculturalism Ministers,
- establishing the Dr. Wilson Head Institute,
- moving Color of Freedom from a one day event to six days
- establishing anti-racism data base and link to internet
- establishment of an anti-racism network comprising over 180 agencies

IS NECESSARY BUT NOT SUFFICIENT.

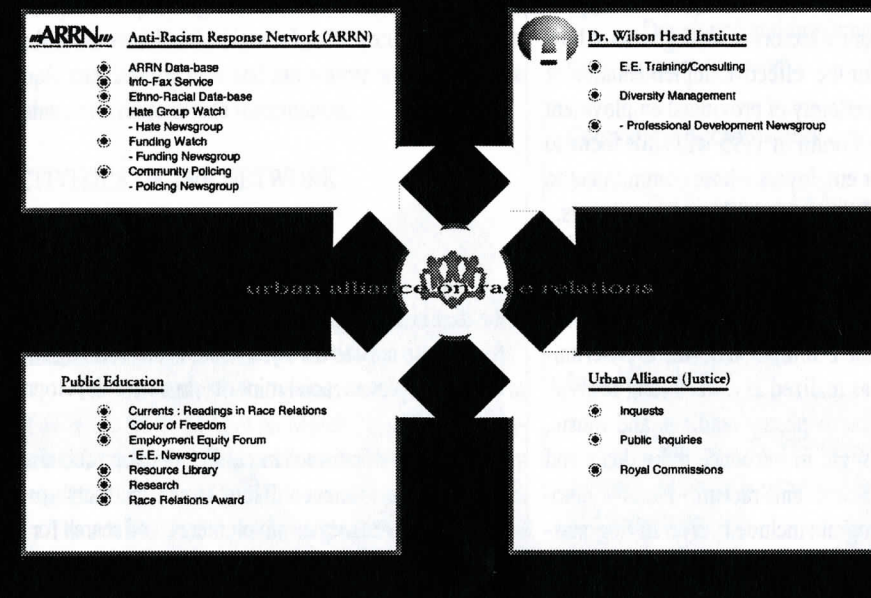
With the support of the Trillium Foundation, Urban Alliance is looking to former volunteers, and potential future volunteers to rejoin the Alliance and become its arms. Urban Alliance's might was and always will be its human resources. Through capable volunteers, we need to make the presence of Urban Alliance felt Federally, Provincially, and Municipally. But also in the corporate sectors, and institutional setting. The challenge is on...we will be reaching out to you through our new Volunteer Development Coordinator, but we need you to respond.

In closing, I would like to extend my gratitude to all staff and board members that have made contributions to Urban Alliance over the last year...it has been an absolutely banner year!



Antoni Shelton

UARR PROGRAM STRUCTURE



UARR Program Structure



Public Education Report



Public Education Department

Public education has been an integral aspect of the organizations mandate, however, this is its first report as a distinct department.

Employment Equity Forum and Exchange - October
The Sixth Annual Employment Equity Forum and Exchange - Beyond Bill 79 - invited media, education, public, private and community sectors to strategize as to how to establish linkages for the effective implementation of Bill 79. Given the uncertainty of provincial employment equity legislation, the Forum in 1995 will shift focus to larger corporate sector employers whose commitment to equity will stimulate this agenda with other employers.

Colour of Freedom - March

The 7th annual Colour of Freedom in recognition of the International Day for the Elimination of Racial Discrimination - March 21, was realized as a week long festival. From panel discussions to poetry readings and music, Colour of Freedom sought to introduce individuals and organizations to UARR and anti-racism. Notable innovations to this years program included: diversifying partnerships involved in the project; and actively engaging youth and youth organizations in the design and implementation of the week demonstrated that a youth perspective on anti-racism is critical.

20th Anniversary Dinner - May

The 20th Anniversary Dinner of the Urban Alliance succeeded in taking the mandate and work of UARR to a broader audience. With the support of Dave William of Loblaw's Supermarkets Ltd., corporations were challenged to actively promote access and equity.

Currents: Readings in Race Relations

The special issue recognizing the UARR's 20th Anniversary, with financial assistance from Heritage Canada, is presently in the editing process. The theme of this issue reflects on the movements' achievements. However,

the diminishing financial role of the public sector clearly forces us to reassess the style, content, and funding sources for such topics as racial minority business development.

To ensure that anti-racism public education remains dynamic the department will look to new partnerships, rely on the creative energies of volunteers, and search for fresh avenues of support. Fortunately, in this next year the public ed. department will utilize new mediums and technologies, most significantly the internet, to broaden its audience. publiced@uarr.org

Finally, I want to thank the numerous volunteers and project staff who successfully realized the projects of the past year.



Kim Graham

ARRN Report



ANTI-RACISM RESPONSE NETWORK 1994: A YEAR IN REVIEW

1994 was an exciting year for the Anti-Racism Response Network (ARRN). The Network received Jobs Ontario Community Action (JOCA) funding in the amount of \$240,700. The proposal was based on the recommendations of last year's ARRN Community Roundtable, the focus primarily being on information sharing. JOCA funding has enabled the Network to be accessible to more people and develop new and innovative ways for people to share and disseminate information.

ACTIVITIES OF THE NETWORK

Outreach

The Network increased from 70 community organizations in 1993 to over 140 in 1994.

The 3rd Annual Rally and Parade was held at St. Lawrence North Market on March 20, 1995 in recognition of March 21, the United Nations International Day for the Elimination of Racial Discrimination.

The ARRN in conjunction with the Urban Alliance held a Dinner and Silent Auction on March 21st at the Design Exchange.

Resource Sharing/Communication

In 1994 a total of 3,645 "Network Advisories" were disseminated throughout the Network to inform member organizations of upcoming events or activities, job postings, or asking for community support.

An ARRN brochure was developed to inform the community about the Network and to use for the purpose of outreach.

Published the 1st issue of ARRN's quarterly newsletter, "Uplink".

A monthly calendar of events was developed starting in September 1994.

The ARRN in conjunction with the League for Human Rights B'Nai Brith Canada and Rodney Bobiwash developed a Community Handbook on Combating Hate Activity and Other Forms of Racial Incidents.

Developed and implemented a six month placement program for youth.

Community Accountability

The Steering and Advisory Committee met every two months.

The 2nd Annual ARRN Community Roundtable was held on November 8, 1994 at Metro Hall.

New Programs

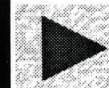
Launched the Dr. Wilson Head Institute which provides human resource/diversity management training and consulting.

Future goals of the Network

The Network aims to increase its membership and the number of users of its service. We also hope to expand the number, and improve the quality, of products and services which the Network offers. The Network will continue to be responsive to and reflective of the needs of its members and be on its way to becoming self-sufficient. We look forward to establishing partnerships and further exploring connections between anti-racism and information services.



Nigela McLean





Dr. Wilson Head Institute Report



This is my first annual general meeting of the Urban Alliance on Race Relations (UARR), and my first report as Executive Account Manager of the Dr. Wilson Head Institute. I am delighted and honored. Much of the credit for the continued success of the UARR properly belongs to our Executive Director, Antoni Shelton. I am sure, Antoni would want to add that these results were complemented by our knowledgeable, dedicated and involved Board of Directors, Executive Committee and staff.

The Head Institute's business objective in 1995 and future years looked very promising but the current political scenario presents a new threat. What used to be a seller's market has now turned into a buyer's market. We will require the efforts of everyone to meet the objectives of the Institute in a timely and cost efficient manner.

I would like to take this opportunity, and give an overview of our activities in the first part of 1995. We started with a concentrated research of the competition and the market. The results were mixed. First, the market is thickly competitive; second, there was a vast emerging market with a potential to establish ourselves as one of the leading consultants in the field of Diversity Management and Employment Equity.

We took enough time to develop and fine-tune our marketing plan. Our target market is public, private and community-based organizations. We aim to reach this market via a personalized direct mail campaign supported by a selling strategy that involves inside selling and personal consultative selling.

We started the process of developing a faculty consisting of a chair and a group of highly professional and experienced consultants. The faculty's primary role will be to undertake the contracts that are beyond the specialization and/or capacity of the UARR. The faculty

will also provide strategic advice and direction whenever necessary. We are drafting a Memorandum of Understanding between the Institute and the faculty that will be a unique document and a first for the industry.

We have worked very hard to exceed your expectations and we believe that we have made a good start in the right direction. I will keep the Board informed on the developments and will very much appreciate your patience and understanding in this regard.



Amar Roy

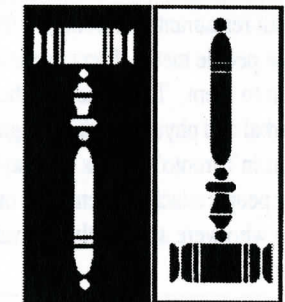
Justice Report

As counsel to the Urban Alliance on Race Relations for Metropolitan Toronto (Justice) I am pleased to report that this has been a busy and productive year. For those who might not know, this organization is a separate association and, as spokesperson and agent for the Urban Alliance on Race Relations, the association represents the litigation arm of the Urban Alliance.

The most recent foray into judicial proceedings involves our application for standing at the Commission of Inquiry into the Deployment of Canadian Forces in Somalia which application was heard and determined on May 24, 1995. In granting standing to the Urban Alliance, Chairperson Letourneau stated as follows:

The Commission is satisfied that your client possesses special knowledge, information and expertise in the areas of race relations, cultural bias and cross-cultural sensitivity which would be helpful to the Commission... It is apparent that the application possesses experience in presenting information and expert evidence before both courts and boards of inquiry... there are a number of specific features concerning the events under review which make the work of the applicant relevant to this inquiry, especially the work it has done with the Toronto Metropolitan Police or, more boldly stated, its work on the question of policing racial and cultural minorities... For these reasons, this Commission will grant the applicant's standing or status in this inquiry... to cross-examine witnesses on issues involving race relations training, cross-cultural sensitivities and military interaction with racial and cultural minorities on such terms as the Commission may direct.

As is apparent from the above, the Urban Alliance will be taking an active role in proceedings whose ramifications are on a national scale and in an area, i.e. the study of racism in the military, which has been thusfar untouched in terms of studies or inquiries. The Associa-



tion will be meeting regularly to map out strategies and positions to put forward in Ottawa over the coming year.

Thanks to Gloria Fallick for taking time out of her busy schedule to go to Ottawa, and to Rabbi Gunther Plaut and Dr. Frances Henry for their invaluable assistance in the preparation of materials. Antoni, Kim and the Urban Alliance staff performed their usual miracles as well in terms of support and materials.

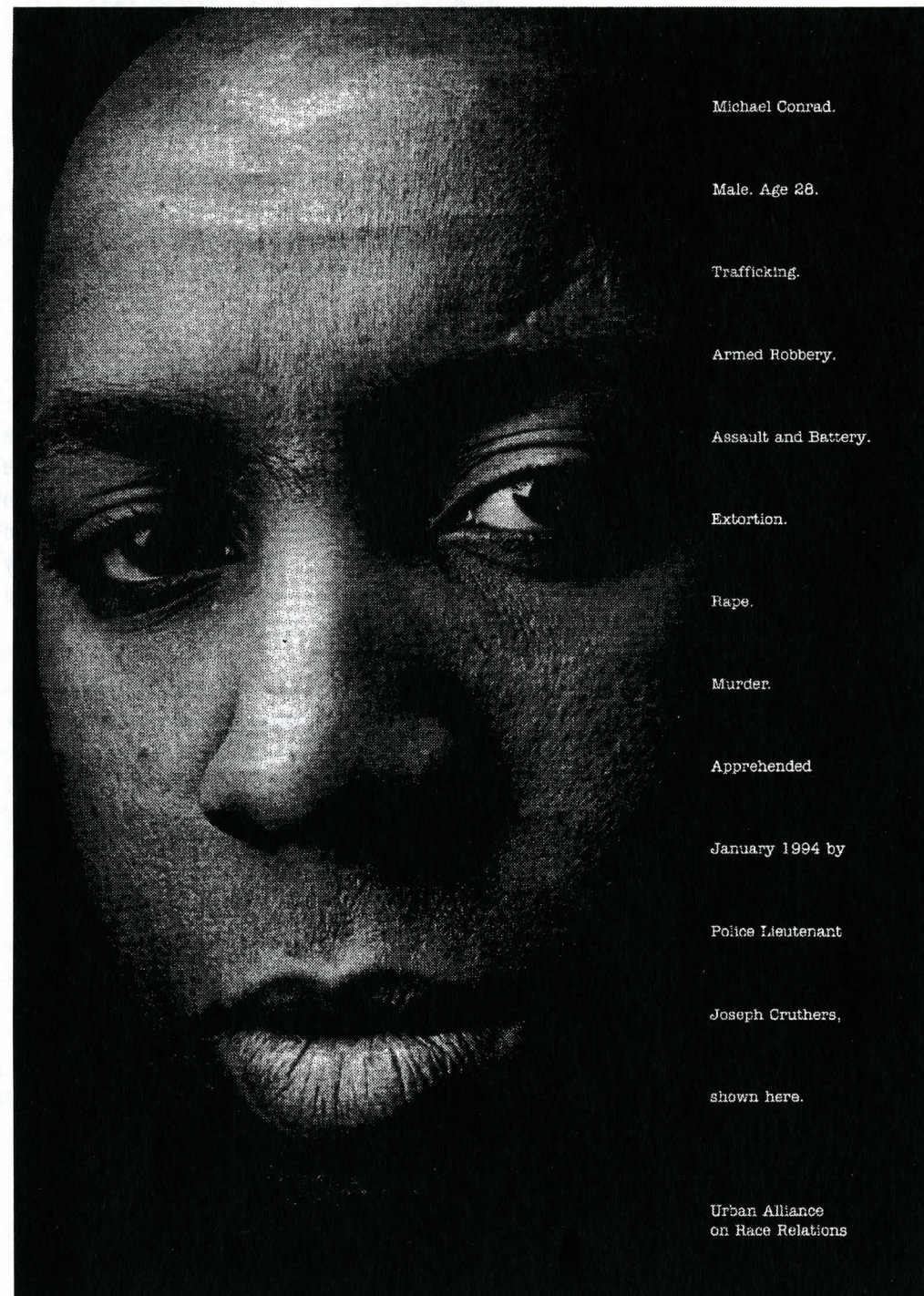
The Justice Committee has also been active. Most recently Charlotte Chiba and I made a deputation to the Metropolitan Toronto Police Services Board on a new policy for Intelligence Gathering for the Intelligence Unit of the Metropolitan Toronto Police Services. This policy document was the product of joint efforts ultimately between the Intelligence Unit and the Urban Alliance through a Committee struck by the former Chair, Susan Eng. The Committee's work isn't finished as it has been reinstituted for the purposes of developing recommendations on how to implement and enforce the new policy.

It is hoped that through the energies of many of our members, the Urban Alliance will continue to maintain and enhance our profile in judicial proceedings that carry important social ramifications. Certainly, the most recent election results suggest that we can expect that justice and race issues that attract our involvement are in no jeopardy of being resolved over the next five years.



Julian Falconer





Michael Conrad.

Male. Age 28.

Trafficking.

Armed Robbery.

Assault and Battery.

Extortion.

Rape.

Murder.

Apprehended

January 1994 by

Police Lieutenant

Joseph Cruthers,

shown here.

Urban Alliance
on Race Relations

Courtesy of Bozell Palmer Bonner Inc.

This Clio award-winning ad, produced by the Urban Alliance on Race Relations, gets its message across with a powerful reversal of expectations. Copywriter Robert McDougall, right, was part of the creative team that produced it.

20th Anniversary 1975 - 1995

Winning ads play on racial stereotypes

By David Israelson
London Bureau

The Urban Alliance on Race Relations has reason to be mighty proud of itself - and the proof is there in black and white.

And gold.

Not that it's prejudiced, but the Alliance, which promotes racial harmony in the Greater Toronto Area, has landed a gold Clio award - the advertising world's top prize - for a provocative public service campaign.

The campaign, which includes printed ads and TV commercials, is called "Policeman." It features the face of a young, black man.

Beside the face, half hidden in shadows, there's a stark text (in the TV ads, it's a voice): "Male, 28. Armed robbery. Assault and battery. Rape. Murder. Apprehended August, 1994."

Pretty scary, eh? But its

not what you think. In the end the picture is clear. By Lieutenant Joseph Cruthers," the ad goes on. "Shown here."

The prize handed out in San Francisco recently, comes with \$15,000 (U.S.), which is helpful to the non-profit group. Officially the money is only for the TV version, which has been shown on MuchMusic and City-TV. But it's virtually the same as the print ad, which has appeared in "EYE Weekly" (published by Toronto Star Newspapers Ltd.)

It also picked up a prestigious New York-based award, and as a result of the Clio, it will be shown in other countries as an example of top creative work.

The ads were put together for free by the creative team of Robert McDougall and Benjamin Vendramin, from the Toronto office of Bozell Palmer Bonner Inc., an international ad firm.

They got in touch with the Alliance, which liked the idea, although it did raise a few eyebrows within the group, a United Way agency that also gets funding from governments and the private sector.

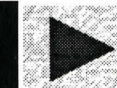
"There was some hesitancy because of worries that people would misinterpret the ad, especially the print ad," says the Alliance's Executive Director, Antoni Shelton.

The concern was "that people wouldn't read the bottom line." As he points out, "the whole ad really rests on the bottom words. We had to be careful that we didn't reinforce stereotypes."

The whole point of the message, after all, is to counteract a lot of powerful but negative messages about, as Shelton puts it, "tough, black youth."

That image is at odds with the multitude of young black people who are "productive and positive," but it hurts them too, he points out.

20th Anniversary 1975 - 1995





Board of Directors

DEO KERNAHAN, President

Deo Kernahan is a retired teacher who presently co-hosts "Skylight" on Vision Television and volunteers with the United Way. He is also the president of the Bazaar Non-Profit Housing Corporation and Trinto-Can Development Corporation and he is the vice-president of the Canadian Council of Hindus. Deo is the past president of the World Council on Religion and Peace.

AUDI DHARMALINGAM, Immediate Past President

Audi Dharmalingam is a lawyer and social worker, who was born in India and has studied in India and the United States. He is one of the founding members of the Urban Alliance and has served on its executive committee for a number of years. Presently, he is the chair of the Anti-Racism Response Network Steering Committee (ARRN). He was the executive director of the University Settlement House in Toronto. He is active in the South Asian Community in Toronto, both as past president and member of the Organization of South Asian Canadians. Audi has received numerous citizenship awards, including the 1992 William P. Hubbard Race Relations Award from the City of Toronto. He is also a member of Minority Advocacy and Rights Council Steering Committee, and Coalition of Agencies Serving South Asians.

GLORIA FALLICK, Vice-President

Gloria Fallick, retired from the City of North York as Design and Energy Audit Coordinator in the Parks and Recreation Department, in 1993. Her community involvement spans sixteen years of serving in various capacities which include: Founding member of The Black Development Committee to the United Way, past board member of the Black Secretariat, past board member of the International Defense and Aid Fund South Africa (IDAFSA), served eight years on several allocation panels to the United Way, four years as chair of Panel 9, Women's Shelters, and a member of various anti-apartheid coalitions. Gloria is also a past board member of Canadian-South African Cooperation (CSAC), a founding member of Voter Education South Africa Committee (VESAC) and she has served as advisor to the North York Advisory Committee for disabled people. Most recently Gloria ended her term as president to the Board of Directors, YWCA of Metropolitan Toronto. A winner of the William P. Hubbard Award for racial harmony in our community; Gloria also was one of the international observers in last year's South African non-racial democratic elections.

Board of Directors ... cont.

BOB KATZ, Vice-President

Bob Katz is presently a vice-president of the Urban Alliance, and in the past has served as its secretary. Because he also has to earn a living he plies his social work credentials as Rehabilitation Director of Vocational Rehabilitation Associates — of which he is also a partner. He would like to pretend that he really does not have to work for a living and is really just a social activist, but that causes problems in his family life, so he divides his time between work and community activities such as Urban Alliance, Social Planning Council, Bridging the Gap and Hillel Children's Workshop.

PAUL MILBOURN, 20th Anniversary Dinner Committee Co-Chair

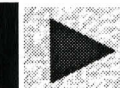
Paul Milbourn is a lawyer with the Office of the Police Complaints Commissioner. He is a former member of the Rent Review Hearings Board. From 1984 - 1987 he was in private practice and from 1979 - 1983 he was a legal counsel at the CBC in Ottawa. Paul is a member of the Urban Alliance Justice Committee and in March 1993, he served as the chair of the Justice Conference Planning Committee. Paul is also a member of the Law Society of Upper Canada, the Canadian Bar Association of Ontario, the Delos Davis Law Guild and he is legal advisor to the National Council of Jamaicans.

AVVY GO, Secretary

Avvy Go is Clinic Director with the Metro Toronto Chinese and Southeast Asian Legal Clinic. She is a graduate of the University of Toronto Law School. Avvy has been the president of the Chinese Canadian National Council (Toronto Chapter) since 1989. In addition to her work with the Urban Alliance, her past and present involvement's include: membership with the Coalition for a Just Refugee and Immigration Policy and the Women's Coalition for Employment Equity. Avvy is also a member of the Management Board of Cabinet's Employment Equity Review Committee.

RAY MORRIS, Treasurer

Ray Morris has been in Canada since 1968. He is professor of Sociology at Glendon College. He is the author of five books, most recently on political cartoons in Canada. He is a past president of the Canadian Sociology and Anthropology Association. He is a long time member and contributor to the Urban Alliance, and has been treasurer for three years.





Board of Directors ... cont.

KAMALA-JEAN GOPIE, Past President

Kamala-Jean Gopie is a teacher with the North York Board of Education where she has worked in a variety of positions including: Consultant for Equity in the Curriculum. She is a past president of the Urban Alliance on Race Relations, the Jamaican-Canadian Association, the Internal Social Service Canada and North York Teachers of English as a Second Language Association. In addition she has served on the board of Children's Aid of Metropolitan Toronto. Kamala-Jean has a B.A. in Sociology and a masters degree in Educational Administration. In 1990 she was the recipient of the Garner Award as Citizen of the Year and in 1994 she received the Arbor Award from the University of Toronto for outstanding volunteer services. This year she received the Black Business and Professional Association's (BBPA) Harry Jerome Award for Community Service.

JACQUELINE BENN

Jacqueline Benn is a consultant /community outreach worker and a graduate of York University where she completed an Honours B.A. in Sociology and Philosophy. She is active in anti-racism work, racial minority youth issues, community development and issues affecting Black women. During her anti-racism and leadership development training with the Ontario Anti-Racism Secretariat's Community Placement Program, where she was placed with the Peel Multicultural Council, Jacqueline joined the Urban Alliance. She is also a board member of the Social Planning Council of Peel and a founding member of the Youth for Change, where she and 14 other racial minority and aboriginal youths undertook research about youth poverty, and presented recommendations to the Cabinet Roundtable on Anti-Racism. Jacqueline is a founding member of the Multi-Racial Youth Consulting Team, where she coordinated a forum entitled, "Youth Expressions: Addressing Multiracial Youth Issues Through the Performing Arts."

JAMES GIRVIN

James joined the Board a year ago, is a member of the Executive Committee, and has been active in our recent "Colour of freedom" event. James has been the Treasurer of Malton Neighbourhood Services for the past five years, has been the Chair of Fund Raising and acted as the interim Chair of the Race Relations committee. James has been involved in various volunteer activities such as acting as an advisor and researcher for the United Way of Peel, Council of Sikhs, an agency representative speaker for the United Way of Peel, organizing a youth basketball program and developing a community school program, just to mention a few activities. In 1993 he received the "Certificate of Recognition" for community service from the City of Mississauga. James has worked for the provincial government at the Ministry of Housing and is currently working in the Ministry of the Attorney General as a Policy/Program Analyst in the Workplace Discrimination Harassment Prevention Office.

Board of Directors ... cont.

CHARLOTTE M. CHIBA

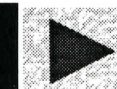
Charlotte Chiba has been a board member of the Urban Alliance on Race Relations (UARR) since 1989 and is a member of the UARR Justice Committee and chair of the Police Intelligence-Gathering Policy Subcommittee. Charlotte has also served as an appointed member to the Minister of Citizenship's Anti-Racism Advisory Working Group, as well as other volunteer committees, such as the National Association of Japanese Canadians. Charlotte is a graduate of Osgoode Hall Law School and is currently pursuing her articles at the Ontario Ministry of the Attorney General and her Masters of Law at the Graduate Faculty of Law, University of Ottawa.

SUKHVINDER GILL

Sukhvinder Gill has been involved in Race Relations and Anti-Racism work for the last 3 years. His main emphasis in this area has been to provide leadership and empowerment to youth for developing awareness of anti-racism issues. He felt that his greatest contribution to Urban Alliance is his indepth knowledge of youth and community development issues. Sukhi works in community relations for the United Way of peel.

BARBARA LYNCH

Barbara Lynch has worked on various advisory committees with community colleges in the Toronto area, and has facilitated transfer agreements between colleges and York University, where she was previously employed for 12 years. Barbara has been active in implementing accessibility programmes within the university and works closely with organizations and schools committed to adult education. For two years she participated in United Way corporate campaigns and has a history of involvement with organizations dealing with women's issues. Barbara joined the Urban Alliance Board in 1993 and she was the co-chair for the 1994 Colour of Freedom Festival, and annual celebration sponsored by the Urban Alliance in recognition of the International Day for the Elimination of Racial Discrimination - March 21. She is presently pursuing a law degree at Osgoode Law School.





Board of Directors ... cont.

WOLSELEY (PERCY) ANDERSON

Wolseley Anderson is Professor Emeritus and Senior Scholar at York University, where he has been employed for twenty-seven years. He is also a consultant in human resource development and planning. His teaching and research interests include: Interdisciplinary Social Science and Comparative Studies with special reference to - Canadian/Caribbean relations, multiculturalism and immigration and education and social change. His community interests have been wide and varied within the Caribbean ethno-cultural community and into the wider Canadian community for over a quarter of a century. Wolseley has been a founding member, member and has held offices in numerous groups and organizations, including: chairman of the Jane/Finch Community Legal Aid Services, founding member of the Black Educators Working Group and founding member of the Black Community and Police Consultative Committee. His recent publications include: Caribbean Canadians, 1993, The New Newcomers, 1987 and numerous articles and papers, published and unpublished.

MICHAEL TULLOCH

Michael Tulloch was a Crown Attorney for the judicial district of Toronto and now is in private practice. He has had extensive involvement in race relations since early days at university. He has written extensively on race relations, the law and policing. His volunteer experience includes being a case worker for the Community Legal Aid Clinic and a board member with the Jane-Finch Legal Aid Clinic. Michael has been extensively involved with youth and crime. He has spoken to a wide spectrum of community agencies on the issue of youth, crime, and education. As well he has taught part time at York University in the Department of Economics. Micheal has been a UARR member since 1986 and served on the Board for three years.

LANCE WILSON

Lance Wilson is a Board member of the Urban Alliance. He was the designated Vice Chair and Board Member of the Ontario Ministry of Health. He was also the president of the Race Relations and Multiculturalism Consulting Services. From 1991-1992 Lance was the Director of the Race Relations Policies and Programs Branch of the Metropolitan Toronto Housing Authority.

Staff Members

Antoni Shelton
Executive Director

Kimberley Graham
Project Director

Nigela McLean
Project Consultant
Anti-Racism Response Network

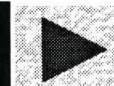
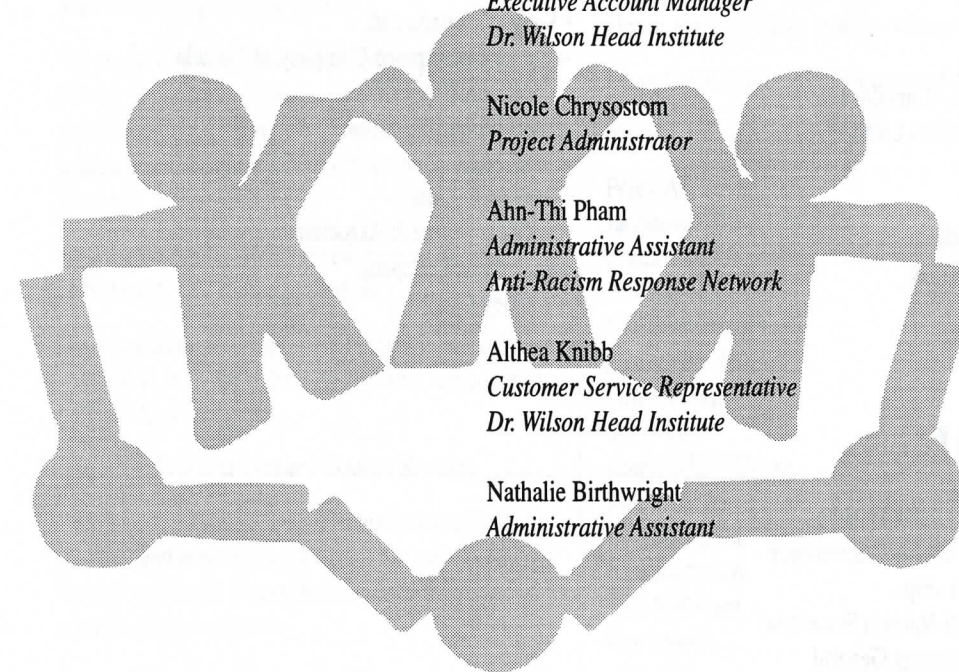
Amar Roy
Executive Account Manager
Dr. Wilson Head Institute

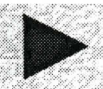
Nicole Chrysostom
Project Administrator

Ahn-Thi Pham
Administrative Assistant
Anti-Racism Response Network

Althea Knibb
Customer Service Representative
Dr. Wilson Head Institute

Nathalie Birthwright
Administrative Assistant





Corporate Supporters

- Alcan Building Products
- Astro Dairy Products
- Ault Foods
- Bank of Montreal
- Beatrice Foods
- Coca-Cola of Canada
- CIBC
- Crombie Kennedy Sales
- The Great Atlantic and Pacific Company of Canada Ltd.
- Honeywell Limited
- Hostess Frito Lay
- IBM Canada Ltd.
- Kraft Canada
- Levi Strauss & Co. (Canada) Inc.
- Loblaw's Supermarkets Limited
- Maple Leaf Foods
- McCains Foods
- McCormick Canada
- Murphy's Potato Chips
- Nabisco
- National Sea Products
- Naruth Foundation
- Omnibus Consulting Inc.
- Pillsbury
- Prima Foods
- Proctor & Gamble
- Robin Hood Multi Foods
- Royal Bank of Canada
- St. Mary's Cement
- S.C. Johnson Wax
- Scotts Hospitality
- Simon Zucker & Associates
- Sony of Canada Ltd.
- Sun Life Assurance Company of Canada
- Thomas J. Lipton Co.
- The Toronto Dominion Bank
- The Toronto Sun
- Weston Bakeries
- William Dunne & Associates
- W.J. Heinz Company
- Wrigley Canada

Funders

- Department of Canadian Heritage
- Canadian Human Rights Commission
- Ministry of Citizenship
 - Ontario Anti-Racism Secretariat
- Ministry of the Attorney General
- Jobs Ontario Community Action
- Municipality of Metropolitan Toronto
 - Multicultural and Race Relations Division
- City of Toronto - Equal Opportunity Division
- United Way of Greater Toronto
- Trillium Foundation

June 21, 1994 AGM Minutes

The meeting was called to order at 6:30 p.m. by A. Dharmalingam, who acted as chair for the evening.

Welcome and opening remarks: A. Dharmalingam, President

Overview of the past year's events and activities, highlighting the Donaldson Inquest, Employment Equity Forum and the Justice Conference. Success with receiving standing at the Donaldson Inquest, particularly since UARR was able to raise issues of race relations and policing.

Dharmalingam recognized Urban Alliance Board of Directors, Executive Committee members and staff.
Treasurer's Report: Ray Morris

3rd report that he has presented. More promising than before. Information presented in Annual Report, but would like to clarify the figure under functions, since it includes the catering for the Justice Conference on Racism.

Auditor's Report 1993: moved by Ray Morris, seconded by A. Dharmalingam, carried.

John C. Bailey was appointed auditor for UARR, for next fiscal year, moved by Ray Morris and seconded by Barb Lynch, carried.

Executive Director remarks: Antoni Shelton

Introduced and acknowledged contribution of staff. Acknowledged and thanked Dharma for his efforts over the past two years as president, and presented him with a token of appreciation.

Justice Committee Report: Jim Putt

Justice Committee focused on: setting goals to look better in community relations, look for opportunities for immediate change, and to work with the change agents within government agencies, organizations and

corporate sector.

Acknowledged the time and effort of both Julian Falconer and Richard Macklin who have worked on the Donaldson Inquiry which will be wrapped up in a few weeks. Also acknowledged the contribution of Charlotte Chiba, Antoni Shelton and Richard Macklin who worked on the brief on systemic racism.

Nomination Committee: Kamala-Jean Gopie

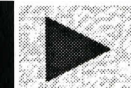
Sincere thank you to the board members who are retiring. Charlotte Chiba, Dharma and Deo Kernahan have joined the board for another two years.

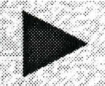
Presented new slate of nominees for 1994/1995 term: James Girvin, Lance Wilson, Jennifer Walcott and Percy Anderson.

Moved by Kamala-Jean Gopie, seconded by Deo Kernahan.

Elected board members are:

Percy Anderson,
Jacqueline Benn,
Charlotte Chiba,
A. Dharmalingam,
Gloria Fallick,
Sukhvinder Gill,
James Girvin,
Avvy Go,
Kamala-Jean Gopie,
Robert Katz,
Deo Kernahan,
Barbara Lynch,
Paul Milbourn,
Ray Morris,
Chung Tang,
Michael Tulloch,
Jennifer Walcott,
Lance Wilson,
Ed Wulguter.





June 21, 1994 AGM Minutes ... cont.

Election of officers will take place at the next board meeting.

Approved minutes moved by Bob Katz, seconded by Charlotte Chiba, carried.

Presentations by Barbara Lynch on UARR's special events and functions. Dharma presented a tribute to Wilson Head.

Before formal adjournment, Dharma read from a press release distributed earlier in the day regarding the death of police officer Todd Baylis, stressing UARR's sympathies to his family and concern over increasing violence in our city. The focus of the shooting death should not be in pointing fingers.

Dharma moved for adjournment, seconded by Paul Milbourn, carried.

Business portion of AGM was adjourned at 8:30 p.m. and followed by a break. Keynote speaker, Susan Eng made a special presentation on intelligence reporting by the Metro Toronto Police followed by a question and answer session.

URBAN ALLIANCE ON RACE RELATIONS

FINANCIAL STATEMENTS

DECEMBER 31, 1994

John C. Bailey

Chartered Accountant

AUDITOR'S REPORT

To the Board of Directors
Urban Alliance on Race Relations

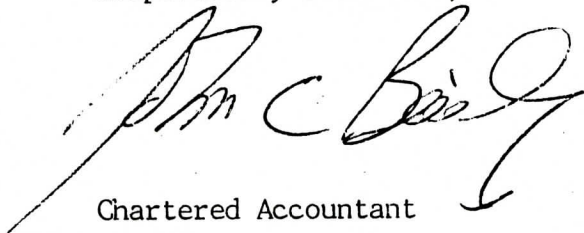
I have audited the balance sheet of the Urban Alliance On Race Relations as at December 31, 1994 and the statement of revenue, expenses and surplus for the year then ended. These financial statements are the responsibility of the organization's management. My responsibility is to express an opinion on these financial statements based on my audit.

Except as explained in the following paragraph, I conducted my audit in accordance with generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

As is the case with most organizations in receipt of funds by donation or bequest, verification of such items was impractical beyond accounting for amounts recorded in the accounts.

In my opinion, except for the effect of adjustments, if any, which might have been required had I been able to completely verify the items referred to above, these financial statements present fairly, in all material respects the financial position of the company as at December 31, 1994 and the result of its operations for the year then ended in accordance with generally accepted accounting principles.

Respectfully submitted,



Chartered Accountant

May 25, 1995

URBAN ALLIANCE ON RACE RELATIONS

BALANCE SHEET

AS AT DECEMBER 31, 1994

ASSETS

	<u>1994</u>	<u>1993</u>
CURRENT		
Cash	\$ 13,239	\$ 21,087
Term deposits	99,264	60,000
Accounts receivable	9,629	5,711
Prepaid expenses	<u>-</u>	<u>4,401</u>
	<u>\$122,132</u>	<u>\$ 91,199</u>
	=====	=====

LIABILITIES

CURRENT		
Accounts payable and accrued charges	\$ 2,044	\$ 13,925
Deferred grant revenue (Note 2)	<u>72,303</u>	<u>50,000</u>
	<u>74,347</u>	<u>63,925</u>

SURPLUS

RESERVE FUND	45,000	45,000
SURPLUS (DEFICIT) FROM OPERATIONS	<u>2,785</u>	<u>(17,726)</u>
	<u>47,785</u>	<u>27,274</u>
	<u>\$122,132</u>	<u>\$ 91,199</u>
	=====	=====

APPROVED BY THE BOARD

_____ Director

_____ Director

See accompanying notes.

URBAN ALLIANCE ON RACE RELATIONS
STATEMENT OF REVENUES, EXPENSES AND SURPLUS
FOR THE YEAR ENDED DECEMBER 31, 1994

	<u>1994</u>	<u>1993</u>
REVENUE		
Federal grants	\$ 50,600	\$ 53,950
Provincial grants	182,634	103,626
Metro grants	29,000	30,000
City grants	11,000	9,060
Grants - agencies	34,400	15,000
Atkinson Foundation grant	-	45,000
Fund raising	19,839	18,194
UARR award dinner	13,485	-
Membership fees	1,825	3,474
Publications sales and sundry income	13,745	9,465
Interest	2,516	3,285
Projects/conference	-	12,081
	<u>359,044</u>	<u>303,135</u>
EXPENSES		
Salaries, consultant and employee benefits	187,548	174,362
Rent	34,230	33,138
Telephone	4,647	7,071
Bookkeeping	3,588	3,775
Office supplies	9,905	15,715
Postage	3,599	9,162
Equipment rent	7,361	8,993
Printing and photocopying	9,178	17,720
Professional fees	1,597	2,512
Repairs and maintenance	9,217	5,109
Insurance	797	735
Advertising	4,463	334
Travel and parking	8,641	3,480
Meetings, receptions and conferences	15,800	5,310
Functions	10,771	11,659
Sundry	8,349	10,296
Equipment purchases	18,842	1,224
	<u>338,533</u>	<u>310,595</u>
EXCESS (SHORTFALL) OF REVENUES OVER EXPENSES FOR THE YEAR	20,511	(7,460)
DEFICIT FROM OPERATIONS, BEGINNING OF THE YEAR	<u>(17,726)</u>	<u>(10,266)</u>
SURPLUS (DEFICIT) FROM OPERATIONS, END OF THE YEAR	<u>\$ 2,785</u>	<u>\$(17,726)</u>

See accompanying notes.

URBAN ALLIANCE ON RACE RELATIONS

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 1994

1. SIGNIFICANT ACCOUNTING POLICIES

The Urban Alliance on Race Relations is incorporated under the laws of Ontario as a non-profit organization.

Purchases of fixed assets, consisting of office furniture, equipment and furnishings, are fully expensed in the year of acquisition.

2. DEFERRED GRANT REVENUE

Deferred grant revenue consists of the following:

Provincial government grants - Ministry of Citizenship	\$72,303 =====
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3. COMMITMENTS

The organization is committed under a lease for its premises which expires in July, 1995. Minimum annual rent payments are approximately \$35,000.

